

DEPARTMENT OF PERSONNEL ADMINISTRATION

OFFICE OF THE DIRECTOR

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September 16, 2008

The Honorable Don Perata
Pro Tem, California State Senate
State Capitol, Room 205
Sacramento, California 95814

The Honorable Dave Cogdill
Minority Leader, California State Senate
State Capitol, Room 305
Sacramento, California 95814

The Honorable Karen Bass
Speaker of the California State Assembly
State Capitol, Room 219
Sacramento, California 95814

The Honorable Michael Villines
Minority Leader, California State Assembly
State Capitol, Room 3104
Sacramento, California 95814

Re: Total Compensation Salary Survey

Dear Senators Perata and Cogdill and Assembly Members Bass and Villines:

DPA has completed and released the final version of the 2008 Total Compensation Survey. The total Compensation Survey looked at 36 benchmark classes and compared them to their counterparts in city, county, and federal employment. A Summary of the survey and approximately 350 pages of supporting documentation are now available on DPA's internet site and may be accessed at the following address:

<http://www.dpa.ca.gov/salaries/surveys/2008/total-compensation/index.htm>

Sincerely,

David A. Gilb
Director

cc: Members of the California Senate
Members of the California Assembly
Joint Legislative Budget Committee
Department of Finance
Elizabeth Hill, Legislative Analyst
Senator Daryll Steinberg, Pro Tem Elect

SURVEY REPORT

FEBRUARY 2008

California Department of Personnel Administration



2007 Total Compensation Survey

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California Department of Personnel Administration
Total Compensation Survey

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Executive Summary

CPS Human Resource Services (CPS) was retained by the State of California Department of Personnel Administration (DPA) to conduct a Total Compensation Survey relative to a variety of benchmark classifications. In addition to base salary information, this Total Compensation Survey collected information concerning employer costs of other components of employee compensation, including health, dental and vision insurance; employer pickup of employee retirement contributions; employer Social Security and Medicare contributions; as well as longevity pay, education incentives, and other special pays. All of these components of compensation were combined to determine the Total Compensation offered to each benchmark classification by the State of California and each survey respondent.

The major features of this Total Compensation Survey include the following:

- Benchmark classes are divided into two groups: the General Classification Group and the Education Classification Group.
- The General Classification Group consists of thirty-six benchmark classifications drawn from the Administrative and Professional (4 classes), Office and Support Services (4 classes), Protective Services (2 classes), Engineering and Engineering Related (6 classes), Professional Scientific (7 classes), Crafts and Maintenance (5 classes), Printing Related (2 classes), Health and Social Services (3 classes), and Medical Related (3 classes) occupational areas.
- The Education Classification Group consists of two Instructor and one Consultant benchmark classifications.
- For the General Classification Group, forty-seven California cities and counties and the Federal Government were selected as survey respondents. Respondents were chosen to ensure that data was collected from the major public employers in California, and to ensure adequate geographic representation.
- For the General Classification Group, data is presented on a statewide basis, and also broken down into four geographic regions: Northern California, the Bay Area, Central California, and Southern California.
- For the Education Classification Group, sixteen County Offices of Education were selected as survey respondents. Instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs, are often conducted by County Offices of Education in California. These respondents were selected because they are the most likely to employ classifications matching the Instructor benchmark classes in the Education Classification Group.
- The data collected for this Total Compensation Survey reflects compensation practices in effect as of September 1, 2007.
- The data presented in this report compares the actual compensation levels offered by the State of California and the survey respondents for each benchmark classification, without statistical manipulation or weighting of the data.

General Classification Group

The table below presents a summary of the statewide data collected for the General Classification Group classes. The classes are grouped by occupational area. For two of the benchmark classes, Inspector and Digital Print Operator, no matching classes were found within the survey respondents.

Table 1: Summary of Statewide Data – General Classification Group

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$4,637	-4.28%	\$5,764	\$6,272	-8.82%
Research Analyst	\$5,616	\$5,728	-1.99%	\$7,024	\$7,553	-7.53%
Staff Services Manager I	\$6,127	\$7,122	-16.24%	\$7,609	\$8,787	-15.48%
Librarian	\$5,097	\$4,960	2.69%	\$6,465	\$6,459	0.10%
Office and Support Services						
Account Clerk	\$2,876	\$3,418	-18.85%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$4,142	-17.79%	\$4,763	\$5,467	-14.78%
Security Guard	\$2,639	\$3,104	-17.62%	\$3,819	\$4,332	-13.43%
Institutional Cook	\$3,526	\$3,098	12.14%	\$4,555	\$4,179	8.25%
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$6,040	-7.51%	\$6,677	\$7,666	-14.80%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$7,358	3.40%	\$9,200	\$9,203	-0.03%
Senior Transportation Civil Engineer	\$8,965	\$8,325	7.14%	\$10,612	\$10,271	3.21%
Safety Engineer	\$7,616	\$6,371	16.35%	\$9,199	\$7,844	14.73%
Engineering Technician	\$4,766	\$4,726	0.84%	\$6,109	\$6,154	-0.75%
Delineator	\$4,544	\$5,297	-16.57%	\$5,870	\$6,796	-15.78%
Construction Supervisor	\$5,878	\$6,198	-5.44%	\$7,341	\$7,294	0.63%
Professional Scientific						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$5,488	2.09%	\$7,012	\$7,006	0.09%
Industrial Hygienist	\$6,577	\$7,151	-8.72%	\$8,058	\$8,957	-11.16%
Public Health Microbiologist	\$6,139	\$5,802	5.49%	\$7,587	\$7,640	-0.70%
Research Scientist (Master's req'd)	\$7,044	\$6,164	12.50%	\$8,561	\$7,783	9.09%
Supervising Biologist	\$6,897	\$6,690	3.01%	\$8,438	\$8,309	1.52%
Veterinarian	\$6,575	\$8,126	-23.58%	\$8,056	\$9,497	-17.89%
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$3,554	-1.63%	\$4,743	\$4,833	-1.90%

Department of Personnel Administration
2007 Total Compensation Survey

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Highway/Road Maintenance Worker	\$3,120	\$3,645	-16.83%	\$4,337	\$4,941	-13.94%
Carpenter	\$4,012	\$4,564	-13.76%	\$5,297	\$5,859	-10.61%
Maintenance Mechanic	\$4,207	\$4,921	-16.97%	\$5,507	\$6,118	-11.10%
Plumber	\$4,201	\$4,727	-12.52%	\$5,500	\$6,002	-9.11%
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,339	3.65%	\$5,825	\$5,803	0.38%
Health and Social Services						
Clinical Social Worker ¹	\$7,233	\$5,620	22.30%	\$8,316	\$7,248	12.84%
Clinical Dietician ¹	\$4,132	\$5,046	-22.11%	\$5,426	\$6,753	-24.45%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%
Medical Related						
Licensed Psychiatric Technician ¹	\$3,649	\$3,783	-3.67%	\$4,680	\$5,452	-16.51%
Pharmacy Technician ¹	\$3,209	\$3,411	-6.29%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant ¹	\$2,862	\$3,213	-12.26%	\$4,059	\$4,908	-20.91%

For each class the State of California maximum base salary and the median maximum base salary reported by survey respondents are shown, followed by the "State Relationship to Median" column. That column presents the percentage by which the State of California salary would have to be adjusted to equal the survey median maximum salary. A positive percentage indicates that the State of California salary is above the survey median salary; a negative percentage indicates that it is below. Similarly, the State of California maximum Total Compensation, the median maximum Total Compensation reported by survey respondents, and the percentage by which the State of California maximum Total Compensation would have to be adjusted to equal the median survey maximum Total Compensation, are shown.

A review of the summary statewide data reveals the following.

- State of California Total Compensation is lower than the median Total Compensation reported by survey respondents for 24 of the 34 benchmark classes for which data was obtained.
- For 2 of those 24 benchmark classes - Clinical Dietician and Certified Nursing Assistant - State of California Total Compensation is more than 20% lower than the survey median

¹ Employees in these classifications working for the California Department of Corrections and Rehabilitation have received court-ordered salary increases. Employees in these classifications working for the California Departments of Mental Health, Developmental Services, and Veterans Affairs have pending equity salary adjustments that have been negotiated and are awaiting legislative approval and implementation. These court-ordered and pending equity salary adjustments have not been included in the State of California Maximum Base Salary and State of California Maximum Total Compensation figures included in this table.

Total Compensation. However, survey respondents reported very few matches to the Certified Nursing Assistant benchmark, so considerable caution should be taken in interpreting that data.

- For 13 of those 24 benchmark classes - Staff Services Manager I, Account Clerk, Legal Typist, Security Guard, Insurance Investigator/Analyst, Delineator, Industrial Hygienist, Veterinarian, Highway/Road Maintenance Worker, Carpenter, Maintenance Mechanic, Vocational Rehabilitation Counselor, and Licensed Psychiatric Technician - State of California Total Compensation is from 10% to 20% lower than the survey median Total Compensation. However, caution should be taken in interpreting the Industrial Hygienist and Vocational Rehabilitation Counselor data because very few matches were reported for those benchmark classes.
- For the other 9 of those 24 benchmark classes, State of California Total Compensation is lower than survey median Total Compensation by less than 10%; and for 5 of those 9 benchmark classes it is lower by less than 5%.
- State of California Total Compensation is higher than the median Total Compensation reported by survey respondents for 10 benchmark classes. For 2 of those 10 benchmark classes - Safety Engineer and Clinical Social Worker - State of California Total Compensation is from 10% to 20% higher than the survey median Total Compensation. For the other 8 of those 10 benchmark classes, it is higher by less than 10%; and for 6 of those 8 benchmark classes it is higher by less than 5%.

Education Classification Group

The following table presents a summary of the statewide data collected for the Education Classification Group benchmark classes. For one of the three benchmark classes, Education Programs Consultant, no matching classes were found within the County Offices of Education that were survey respondents. As a result, no data for the Education Programs Consultant class appears in the table.

The compensation of public sector Teachers is usually based on instructional schedules that differ from the 52 week/12 month schedule that typically governs compensation practices relating to the classes within the General Classification Group. For example, the State of California Teacher classes that match to the Education Classification Group benchmark classes are compensated based on an annual 220 day work schedule. As a result, to provide a consistent and appropriate comparison point for compensation data relating to these benchmark classes, each survey respondent was asked to report the annual work day schedule on which it based its compensation practices. Survey data was then converted to daily compensation rates, and those daily rates were used in comparing State of California and survey median data, as presented in the table below.

In this table the State of California maximum daily base salary and maximum daily Total Compensation are compared to the median maximum daily base salary and median maximum daily Total Compensation reported by survey respondents. The "State Relationship to Median" columns present the percentages by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. (For information purposes, the monthly maximum salary and monthly maximum Total Compensation for the State of California Education Programs Consultant class is also shown.)

Table 2: Summary of Statewide Data - Education Classification Group

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Max Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	\$6,954/mo.	N/A	N/A	\$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	\$335	\$382	-14.06%	\$393	\$455	-15.51%
Institutional Teacher (Vocational)	\$335	\$310	7.40%	\$393	\$379	3.79%

A review of this data reveals the following.

- For the Institutional Teacher (Academic) benchmark class, the State of California Total Compensation is 15.51% lower than the median Total Compensation reported by survey respondents.
- For the Institutional Teacher (Vocational) benchmark class, the State of California Total Compensation is 3.79% higher than the survey median Total Compensation.
- The State of California practice of compensating its Academic and Vocational Institutional Teachers at the same level is not the typical practice among survey respondents.

The report that follows presents the detailed findings of this Total Compensation Survey, including more extensive discussion of the survey findings, geographic breakdowns of the data for the General Classification Group, and appendices that contain the specific data reported by each survey respondent for each survey class, as well as a variety of specific compensation practices and policies reported by survey respondents.

I – Survey Background and Methodology

This is the fourth in a series of Total Compensation Surveys conducted by CPS Human Resource Services (CPS) on behalf of the State of California Department of Personnel Administration (DPA). The first, involving a wide variety of benchmark classifications, was conducted in 2006. The second survey, involving Firefighter and related benchmark classes, was conducted in late 2006 and early 2007. The third survey, involving Public Safety classes, was completed in the latter part of 2007.

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

- Minimum and maximum base salary
- Employer contributions to employee deferred compensation accounts
- Longevity pay, education incentives, and other special pays
- Employer contributions for health, dental and vision insurance; or for a cafeteria benefit plan
- Employer pickup of the employee retirement contribution, if any
- Employer contributions to Social Security/Medicare

The combination of these compensation components typically exceeds the cost of the base salary for a benchmark class quite substantially, and, for the purposes of this Survey, constitutes the Total Compensation offered to employees.

In addition to these components, information has been collected regarding a number of other elements of compensation, including the features of the retirement plan and the retiree health, dental and vision benefits provided to retirees, as well as the employer cost of retirement related benefits.

For the General Classification Group, data was sought from the Federal Government and forty-seven California cities and counties. It is presented on both a statewide basis, and broken down into the four geographic regions. The survey agencies by region are shown on the following pages.

Table 3: Survey Agencies by Region – General Classification Group

General Classification Group Survey Agencies		
Region	Agencies	
Northern California	City of Chico City of Eureka City of Redding City of Sacramento City of Yuba City County of El Dorado County of Sacramento Federal Government	City of Davis City of Folsom City of Roseville City of Woodland County of Butte County of Placer County of Yolo
Bay Area	City of Hayward City of San Jose City/County of San Francisco County of Contra Costa County of San Mateo County of Solano Federal Government	City of Oakland City of Vacaville County of Alameda County of Marin County of Santa Clara
Central California	City of Bakersfield City of Modesto City of Stockton County of Fresno County of Merced County of Tulare Federal Government	City of Fresno City of Santa Barbara City of Visalia County of Kern County of San Joaquin
Southern California	City of Anaheim City of Los Angeles City of San Diego County of Orange County of San Bernardino County of Ventura Federal Government	City of Long Beach City of Pasadena County of Los Angeles County of Riverside County of San Diego

Note that Federal Government data is included in each regional breakdown, including any geographic differential provided to Federal employees in that region, in order to provide an accurate reflection of the regional public sector labor market, in which the Federal Government is a significant employer. Federal Government data, without any geographic differential, is included only once within the display of statewide data.

For the Education Classification Group, data was sought from the sixteen County Offices of Education shown below. Due to the relatively small number of survey respondents, the data gathered from the Education Group classes is presented on a statewide basis only.

Table 4: Survey Agencies – Education Classification Group

County Offices of Education	
Amador County Office of Education	Napa County Office of Education
Del Norte County Office of Education	Riverside County Office of Education
Fresno County Office of Education	Sacramento County Office of Education
Kern County Office of Education	San Diego County Office of Education
Lassen County Office of Education	San Joaquin County Office of Education
Los Angeles County Office of Education	San Luis Obispo County Office of Education
Madera County Office of Education	Solano County Office of Education
Marin County Office of Education	Ventura County Office of Education

The next section of this report provides information concerning the specific benchmark classes within the General Classification and Education Classification Groups, including the number of survey matches reported for each benchmark class.

CPS prepared survey instruments for the General Classification Group and the Education Classification Group, and distributed them to survey respondents in early September 2007, seeking information concerning compensation practices in effect as of September 1, 2007. The survey instruments, which can be found in Appendices 6 and 7, include descriptions of each benchmark class. Data was collected in October and November 2007, with data analysis and report preparation occurring in December 2007 and January 2008.

The tables presented in the body of this report compare the maximum base salary and the maximum Total Compensation offered by the State of California to the median maximum base salary and median maximum Total Compensation reported by survey respondents for each benchmark class. The median represents the midpoint of the data – the point at which there are an equal number of higher and lower compensation levels as reported by survey respondents – and is typically utilized in surveys as a valid point of comparison. The median has been the comparison point utilized in the prior Total Compensation Surveys conducted by CPS on behalf of DPA.

In these tables the relationship of the State of California and survey respondent base salary and Total Compensation data is presented as a percentage in the “State Relationship to Median” column. The number shown in this column is the percentage by which the State of California base salary or Total Compensation would have to be adjusted to equal the survey median. If the State of California base salary or Total Compensation is higher than the survey median, a positive percentage is shown; if it is lower, a negative percentage is shown.

The Appendices to this report contain a great deal of the detailed data gathered in this Total Compensation Survey, including the specific compensation data reported by each survey respondent for each benchmark classification. For information purposes, the detailed compensation spreadsheets also compare the mean, or average, State of California maximum

base salary and Total Compensation to the mean base salary and mean Total Compensation reported by survey respondents for each benchmark class.

By definition, a Total Compensation Survey presents a snapshot of the compensation practices in effect at a specific point in time. For this Survey, that point in time is September 1, 2007. Compensation practices and policies are dynamic and subject to constant revision and adjustment. Because of the large number of benchmark classes, components of compensation, and survey respondents that are the subject of this Total Compensation Survey, there is no doubt that, as of the date of issuance of this report, there has been some adjustment to the September 1, 2007 compensation levels it presents.

It should also be noted that there has been no weighting or statistical manipulation of the data presented in this report. This Survey gathered the actual base salary and Total Compensation levels provided to the benchmark classes by the specific survey respondents, and compares that data to the actual base salary and Total Compensation offered to those benchmark classes by the State of California. In making these types of comparison, statistical manipulation of data is not necessary.

II – Discussion of Benchmark Classes

This Total Compensation Survey involved two classification groups, each with its own survey respondents. The General Classification Group consists of thirty-six benchmark classes with cities, counties and the Federal Government as survey respondents. The Education Classification Group consists of three benchmark classes with County Offices of Education as survey respondents.

The individual benchmark classes included in each group, the State of California class matching each benchmark, the number of matches reported by survey respondents for each class, and comments related to some benchmark classes and survey responses, are presented in this section.

General Classification Group

The General Classification Group is comprised of thirty-six classes drawn from nine occupational areas: Administrative and Professional (4 classes); Office and Support Services (4 classes); Protective Services (2 classes); Engineering and Engineering Related (6 classes); Professional Scientific (7 classes); Crafts and Maintenance (5 classes); Printing Related (2 classes); Health and Social Services (3 classes); and Medical Related (3 classes). The survey description of each benchmark class can be found in the General Classification Group survey instrument that appears in Appendix 6.

Administrative and Professional

The Administrative and Professional benchmark classes are **Staff Analyst**, **Research Analyst**, **Staff Services Manager I**, and **Librarian**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Staff Analyst	Staff Services Analyst Rg. C	38
Research Analyst	Research Analyst II (General)	38
Staff Services Manager I	Staff Services Manager I	23
Librarian	Librarian Rg. A	31

Note that the State of California match to the **Staff Analyst** benchmark is the Staff Service Analyst Range C classification, which is the entry range for employees possessing a college degree. Consequently, survey matches to this benchmark were sought from classes with a college degree as an entry requirement.

Matches to the **Research Analyst** benchmark include some broad classifications that are used by survey respondents to do research as well as other types of journey level analytical work.

Office and Support Services

The Office and Support Services benchmark classes are **Account Clerk**, **Legal Typist**, **Security Guard**, and **Institutional Cook**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Account Clerk	Account Clerk II	47
Legal Typist	Senior Legal Typist Rg. B	40
Security Guard	Security Guard	18
Institutional Cook	Correctional Supervising Cook	25

Survey matches to the **Legal Typist** benchmark include classes identified as performing journey level legal secretarial support work. Survey matches to the **Institutional Cook** benchmark come primarily from counties, because cities are less likely to maintain the types of institutions at which this class would be utilized.

Protective Services

The Protective Services benchmark classes are **Inspector** and **Insurance Investigator/Analyst**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Inspector	Inspector II	0
Insurance Investigator/Analyst	Assoc. Insurance Investigator	14

Among the large number of classes maintained by the State of California in this occupational area are matches to these benchmarks - classes that perform specific Protective Services functions that do not require status as a sworn peace officer. Many survey respondents do not maintain classification plans in the Protective Services area that provide for this function, resulting in the relatively small number of matches for the **Insurance Investigator/Analyst** benchmark. Since no matches were found for the **Inspector** benchmark, there is no data relative to that benchmark included in this report.

Engineering and Engineering Related

The Engineering and Engineering Related benchmark classes are **Transportation/Civil Engineer**, **Senior Transportation/Civil Engineer**, **Safety Engineer**, **Construction Supervisor**, **Engineering Technician**, and **Delineator**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Transportation/Civil Engineer	Transportation Engineer Rg. D	35
Senior Transportation/Civil Engineer	Senior Transportation Engineer	40
Safety Engineer	Associate Safety Engineer	18
Construction Supervisor	Construction Supervisor I	30
Engineering Technician	Transportation Engineering Technician Rg. C	46
Delineator	Senior Delineator	33

Matches to the **Transportation/Civil Engineer** and **Senior Transportation/Civil Engineer** benchmarks are State-registered engineers. Matches to the **Senior Transportation/Civil**

Engineer benchmark are classes performing first line supervision of professional engineering staff. Survey matches to the **Safety Engineer** benchmark include journey level classes that require the equivalent of a four year college degree, but are not State-registered engineers.

Professional Scientific

The Professional Scientific benchmark classes are **Biologist, Supervising Biologist, Public Health Microbiologist, Chemist, Research Scientist (Master's Degree required), Industrial Hygienist, and Veterinarian.**

Survey Benchmark	State of CA Classification	Number of Survey Matches
Biologist	Associate Biologist	7
Supervising Biologist	Supervising Biologist	6
Public Health Microbiologist	Public Health Microbiologist	23
Chemist	Chemist Rg. C	17
Research Scientist (Master's req)	Research Scientist III	12
Industrial Hygienist	Associate Industrial Hygienist	6
Veterinarian	Veterinary Medical Officer III	14

As the table indicates, relatively few matches were found within survey respondents for most of these Professional Scientific benchmark classes. Many respondents are either too small to maintain specialized classes such as these in the scientific area, and/or, in the case of many cities, they do not have programmatic responsibility in these areas. Survey matches to the **Research Scientist (Master's Degree required)** benchmark came primarily from classes involved in epidemiology work. The few matches to the **Industrial Hygienist** benchmark are classes that do not require certification.

Crafts and Maintenance

The Crafts and Maintenance benchmark classes are **Carpenter, Plumber, Building Maintenance Worker, Highway/Road Maintenance Worker, and Maintenance Mechanic.**

Survey Benchmark	State of CA Classification	Number of Survey Matches
Carpenter	Carpenter I Rg. A	38
Plumber	Plumber I Rg. A	37
Building Maintenance Worker	Bldg. Maintenance Worker Rg A	33
Highway/Road Maintenance Worker	Highway Maintenance Worker I Caltrans	29
Maintenance Mechanic	Maintenance Mechanic Rg. A	35

For the **Maintenance Mechanic** benchmark the State of California matching class has a relatively broad class concept. Survey matches to this benchmark often were classes involved with maintenance in the HVAC area.

Printing Related

The Printing Related benchmark classes are **Digital Print Operator** and **Graphic Designer**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Digital Print Operator	Digital Print Operator	0
Graphic Designer	Graphic Designer II	20

The **Digital Print Operator** benchmark class description requires matches to perform complex, electronic manipulation of digital printing equipment. No survey respondents maintain classes that perform similar functions, resulting in no matches for this benchmark. Consequently, there is no data to present for this class in the tables included in this report.

Health and Social Services

The Health and Social Services benchmark classes are **Clinical Dietician**, **Clinical Social Worker**, and **Vocational Rehabilitation Counselor**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Clinical Dietician ²	Clinical Dietician	22
Clinical Social Worker ²	Clinical Social Worker Rg. Q	20
Vocational Rehabilitation Counselor	Senior Vocational Rehab Counselor, QRP	5

The functions performed by the **Clinical Dietician** and **Clinical Social Worker** classes are typically county responsibilities in California. Consequently counties, and not cities, provided the bulk of the matches for these benchmarks.

The functions performed by the **Vocational Rehabilitation Counselor** class are generally a state responsibility in California. In addition, this benchmark class requires possession of a Master's degree, resulting in very few matches among survey respondents.

Medical Related

The Medical and Medical Related benchmark classes are **Certified Nursing Technician**, **Licensed Psychiatric Technician**, and **Pharmacy Technician**.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Certified Nursing Technician ²	Certified Nursing Assistant Rg. B	5
Licensed Psychiatric Technician ²	Licensed Psychiatric Tech Rg. A	15
Pharmacy Technician ²	Pharmacy Technician Rg. A	13

While some survey respondents perform functions similar to those performed by the **Certified Nursing Technician** class, the benchmark description for this class includes a specific licensure requirement, resulting in few matches among survey respondents.

² Please refer to footnote 1 on page 3.

For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were found primarily within counties, which are more likely to have responsibility for the functions performed by these classes.

Education Classification Group

The Education Classification Group is comprised of three classes: **Education Programs Consultant**, **Institutional Teacher (Academic)**, and **Institutional Teacher (Vocational)**. The survey descriptions of these classes can be found in the Education Classification Group survey instrument that appears in Appendix 7.

The survey respondents for this group were sixteen County Offices of Education because in California these offices typically are responsible for instructional programs for incarcerated and at-risk youth, and those in non-traditional education programs. These programs are more likely to utilize classifications that are matches to the benchmark classes in this group.

Survey Benchmark	State of CA Classification	Number of Survey Matches
Education Programs Consultant	Education Programs Consultant	0
Institutional Teacher (Academic)	Institutional Teacher (Academic) Range F	16
Institutional Teacher (Vocational)	Institutional Teacher (Vocational) Range F	9

Within County Offices of Education, classes performing functions related to the **Education Programs Consultant** benchmark are management/administrator classes, resulting in the determination that they are not matches to this journey level benchmark. Since no matches to this benchmark were identified there is no data to report within the tables presented in this report. All of the County Offices of Education reported matches to the **Institutional Teacher (Academic)** benchmark, but only 9 reported matches to the **Institutional Teacher (Vocational)** benchmark.

III – California Statewide Survey Results

This report section presents and discusses the statewide results of this Total Compensation Survey for the General Classification and Education Classification Groups.

General Classification Group

Table 1, which appears above within the Executive Summary section of this report on pages 2 and 3, presents the statewide survey results for all of the classes within the General Classification Group. In this section, those results are presented by the nine occupational areas that make up the classes within the General Classification Group.

Administrative and Professional

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$4,637	-4.28%	\$5,764	\$6,272	-8.82%
Research Analyst	\$5,616	\$5,728	-1.99%	\$7,024	\$7,553	-7.53%
Staff Services Manager I	\$6,127	\$7,122	-16.24%	\$7,609	\$8,787	-15.48%
Librarian	\$5,097	\$4,960	2.69%	\$6,465	\$6,459	0.10%

Most survey respondents reported matches to these benchmark classes. As the data indicates, State of California Total Compensation is lower than the survey median maximum Total Compensation by less than 10% for the journey level analyst classes, **Staff Analyst** and **Research Analyst**. The percentage increases to 15.48% for the first level supervisory benchmark class in this occupational area, **Staff Services Manager I**.

Office and Support Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Office Support Services						
Account Clerk	\$2,876	\$3,418	-18.85%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$4,142	-17.79%	\$4,763	\$5,467	-14.78%
Security Guard	\$2,639	\$3,104	-17.62%	\$3,819	\$4,332	-13.43%
Institutional Cook	\$3,526	\$3,098	12.14%	\$4,555	\$4,179	8.25%

With the exception of the **Institutional Cook** benchmark, survey data indicates that the State of California maximum Total Compensation is moderately lower than the median maximum Total

Compensation reported by survey respondents for classes in the Office and Support Services occupational group.

Protective Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$6,040	-7.51%	\$6,677	\$7,666	-14.80%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A

As noted above, there were relatively few matches reported for the **Insurance Investigator/Analyst benchmark** since it is a non-peace officer classification within the Protective Services occupational group. That fact should be taken into consideration when interpreting this data.

Engineering and Engineering Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$7,358	3.40%	\$9,200	\$9,203	-0.03%
Senior Transportation Civil Engineer	\$8,965	\$8,325	7.14%	\$10,612	\$10,271	3.21%
Safety Engineer	\$7,616	\$6,371	16.35%	\$9,199	\$7,844	14.73%
Engineering Technician	\$4,766	\$4,726	0.84%	\$6,109	\$6,154	-0.75%
Delineator	\$4,544	\$5,297	-16.57%	\$5,870	\$6,796	-15.78%
Construction Supervisor	\$5,878	\$6,198	-5.44%	\$7,341	\$7,294	0.63%

For most of the benchmark classes in this occupational group – **Transportation/Civil Engineer, Senior Transportation/Civil Engineer, Engineering Technician,** and **Construction Supervisor** – survey data indicates that the State of California maximum Total Compensation differs from the survey median maximum Total Compensation by a relatively small margin, from 3.21% higher to .75% lower.

The other two classes, however, show more significant Total Compensation differences between the State of California maximum and the survey median maximum. For the **Safety Engineer** benchmark the State of California Total Compensation is 14.73% higher, which is the highest positive margin indicated by survey data for the benchmark classes in the General Classification Group. The State of California provides the same level of compensation to its

matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes, even though the **Transportation/Civil Engineer** is a State-registered engineer class and the **Safety Engineer** is not. It appears that this practice is not followed by survey respondents, as indicated by the salary data above. Survey respondents reported fewer matches to the **Safety Engineer** benchmark (18) than to the other benchmark classes in this occupational group, all of which had 30 or more matches reported.

For the **Delineator** benchmark class, State of California maximum Total Compensation is 15.78% lower than the survey median maximum Total Compensation.

Professional Scientific

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Professional Scientific						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$5,488	2.09%	\$7,012	\$7,006	0.09%
Industrial Hygienist	\$6,577	\$7,151	-8.72%	\$8,058	\$8,957	-11.16%
Public Health Microbiologist	\$6,139	\$5,802	5.49%	\$7,587	\$7,640	-0.70%
Research Scientist (Master's required)	\$7,044	\$6,164	12.50%	\$8,561	\$7,783	9.09%
Supervising Biologist	\$6,897	\$6,690	3.01%	\$8,438	\$8,309	1.52%
Veterinarian	\$6,575	\$8,126	-23.58%	\$8,056	\$9,497	-17.89%

Survey respondents reported relatively few matches to this group of benchmark classes. Only the **Public Health Microbiologist** benchmark had more than twenty matches reported (23), and there were fewer than ten matches reported for the **Biologist**, **Supervising Biologist**, and **Industrial Hygienist** benchmark classes. This fact must be taken into consideration in the interpretation of the data displayed above. For the **Veterinarian** benchmark class, State of California maximum Total Compensation is 17.89% lower than the survey median maximum Total Compensation, based on 14 reported matches.

Crafts and Maintenance

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$3,554	-1.63%	\$4,743	\$4,833	-1.90%
Highway/Road Maintenance Worker	\$3,120	\$3,645	-16.83%	\$4,337	\$4,941	-13.94%
Carpenter	\$4,012	\$4,564	-13.76%	\$5,297	\$5,859	-10.61%
Maintenance Mechanic	\$4,207	\$4,921	-16.97%	\$5,507	\$6,118	-11.10%
Plumber	\$4,201	\$4,727	-12.52%	\$5,500	\$6,002	-9.11%

Most survey respondents reported matches to the benchmark classes in this occupational group. As the data above indicates, State of California maximum Total Compensation is lower than the survey median maximum total Compensation for each of these benchmarks. With the exception of the **Building Maintenance Worker** benchmark, State of California Total Compensation is from approximately 9% to approximately 14% lower than the survey median for this occupational group.

Printing Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,339	3.65%	\$5,825	\$5,803	0.38%

As noted above, there were no matches reported to the **Digital Print Operator** benchmark by survey respondents. The class is utilized within the complex, highly automated printing programs maintained by the State of California. Survey respondents do not maintain comparable printing programs. Data from the 20 matches reported to the **Graphic Designer** benchmark class indicates that the State of California maximum Total Compensation and survey median maximum Total Compensation are separated by less than 1%.

Health and Social Services

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Health and Social Services						
Clinical Social Worker ³	\$7,233	\$5,620	22.30%	\$8,316	\$7,248	12.84%
Clinical Dietician ³	\$4,132	\$5,046	-22.11%	\$5,426	\$6,753	-24.45%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%

There were only 5 matches reported by survey respondents to the **Vocational Rehabilitation Counselor** benchmark class, since the functions performed by the class tend to be within State-level programs. Consequently, caution should be taken in the interpretation of this data.

For the **Clinical Social Worker** and **Clinical Dietician** benchmark classes, matches were reported primarily by the California counties that were survey respondents. The 12.84% by which State of California maximum Total Compensation exceeds survey median maximum Total compensation for the **Clinical Social Worker** benchmark is one of the highest positive margins indicated by survey data. For the **Clinical Dietician** benchmark, the 24.45% by which State of California maximum Total Compensation trails survey median maximum Total Compensation is the highest negative margin indicated by survey data.

Medical Related

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Medical and Medical Related						
Licensed Psychiatric Technician ³	\$3,649	\$3,783	-3.67%	\$4,680	\$5,452	-16.51%
Pharmacy Technician ³	\$3,209	\$3,411	-6.29%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant ³	\$2,862	\$3,213	-12.26%	\$4,059	\$4,908	-20.91%

There were only 5 matches to the **Certified Nursing Assistant** benchmark class reported by survey respondents, so caution must be taken in interpreting the survey data relative to that benchmark. For the **Licensed Psychiatric Technician** and **Pharmacy Technician** benchmark classes, matches were reported primarily by the California counties that were survey respondents.

³ Please refer to footnote 1 on page 3.

Education Classification Group

The table below, which also appears on page 5 within the Executive Summary section of this report, presents the statewide survey data for the Education Classification Group. As noted, because the compensation of public sector Teacher classes typically is based on an instructional calendar/schedule, and not on the 52 week/12 month work schedule that applies to classes within the General Classification Group, data for the State of California and survey respondent matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes has been converted to daily rates in order to provide a consistent and equivalent basis for comparison. The specific instructional/work day schedule for the State of California classes, and for each of the matches to these benchmarks that were reported by survey respondents, are included within Appendix 5 to this report.

For the **Education Programs Consultant** benchmark class, for which no matches were reported by survey respondents, the State of California monthly maximum base salary and monthly maximum Total Compensation are included in the table for information purposes.

Classification	State of CA Max Daily Base Salary	Survey Median Max Daily Base Salary	State Relationship to Median	State of CA Maximum Daily Total Compensation	Survey Median Max Daily Total Compensation	State Relationship to Median
Education Programs Consultant	\$6,954/mo.	N/A	N/A	\$8,464/mo.	N/A	N/A
Institutional Teacher (Academic)	\$335	\$382	-14.06%	\$393	\$455	-15.51%
Institutional Teacher (Vocational)	\$335	\$310	7.40%	\$393	\$379	3.79%

The State of California provides the same level of compensation to its matches to the **Institutional Teacher (Academic)** and **Institutional Teacher (Vocational)** benchmark classes, a practice that is not followed by survey respondents. State of California maximum Total Compensation is 15.51% lower than the survey median maximum Total Compensation for the **Institutional Teacher (Academic)** benchmark class, but 3.79% higher for the **Institutional Teacher (Vocational)** benchmark class.

IV – Regional Survey Results – General Classification Group

Survey results for the General Classification Group classes are presented below for each of the four survey regions: Northern California, the Bay Area, Central California and Southern California. The purpose of breaking down the survey data on a regional basis is to identify compensation issues that may be specific to particular benchmark classes in particular geographic areas. This is done by comparing the regional survey results to the statewide survey results, and identifying any significant variations between them for specific benchmarks.

**Table: Summary of Northern California Region Data
General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$4,894	-10.07%	\$5,764	\$6,506	-12.88%
Research Analyst	\$5,616	\$6,200	-10.40%	\$7,024	\$8,127	-15.71%
Staff Services Manager I	\$6,127	\$7,074	-15.46%	\$7,609	\$8,808	-15.76%
Librarian	\$5,097	\$4,585	10.05%	\$6,465	\$6,186	4.31%
Office Support Services						
Account Clerk	\$2,876	\$3,277	-13.94%	\$4,074	\$4,870	-19.53%
Legal Typist	\$3,516	\$3,586	-1.99%	\$4,763	\$5,218	-9.56%
Security Guard	\$2,639	\$3,032	-14.89%	\$3,819	\$4,252	-11.33%
Institutional Cook	\$3,526	\$2,888	18.09%	\$4,555	\$4,047	11.15%
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$6,151	-9.49%	\$6,677	\$9,204	-37.83%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$6,988	8.26%	\$9,200	\$8,791	4.44%
Senior Transportation/Civil Engineer	\$8,965	\$8,091	9.75%	\$10,612	\$10,196	3.92%
Safety Engineer	\$7,616	\$6,507	14.56%	\$9,199	\$8,298	9.79%
Engineering Technician	\$4,766	\$4,511	5.35%	\$6,109	\$6,098	0.17%
Delineator	\$4,544	\$5,185	-14.11%	\$5,870	\$6,863	-16.93%
Construction Supervisor	\$5,878	\$5,165	12.13%	\$7,341	\$6,760	7.91%
Professional Scientific						
Biologist	\$5,584	\$5,607	-0.41%	\$6,989	\$6,987	0.03%
Chemist	\$5,605	\$5,607	-0.04%	\$7,012	\$7,009	0.04%
Industrial Hygienist	\$6,577	\$7,059	-7.33%	\$8,058	\$8,635	-7.16%
Public Health Microbiologist	\$6,139	\$5,578	9.14%	\$7,587	\$7,728	-1.86%

Department of Personnel Administration
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Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Research Scientist (Master's)	\$7,044	\$5,705	19.01%	\$8,561	\$7,628	10.90%
Supervising Biologist	\$6,897	\$6,459	6.35%	\$8,438	\$7,932	5.99%
Veterinarian	\$6,575	\$7,343	-11.68%	\$8,056	\$8,900	-10.48%
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$3,651	-4.39%	\$4,743	\$5,110	-7.76%
Highway/Road Maintenance Worker	\$3,120	\$3,659	-17.28%	\$4,337	\$4,981	-14.87%
Carpenter	\$4,012	\$3,960	1.30%	\$5,297	\$5,637	-6.42%
Maintenance Mechanic	\$4,207	\$4,271	-1.52%	\$5,507	\$5,801	-5.34%
Plumber	\$4,201	\$3,960	5.74%	\$5,500	\$5,637	-2.49%
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,226	6.16%	\$5,825	\$5,669	2.68%
Health and Social Services						
Clinical Social Worker ⁴	\$7,233	\$5,178	28.41%	\$8,316	\$7,121	14.37%
Clinical Dietician ⁴	\$4,132	\$5,038	-21.93%	\$5,426	\$7,139	-31.56%
Vocational Rehab Counselor	\$4,867	\$7,059	-45.04%	\$6,217	\$8,635	-38.88%
Medical and Medical Related						
Licensed Psychiatric Technician ⁴	\$3,649	\$3,957	-8.43%	\$4,680	\$5,756	-23.00%
Pharmacy Technician ⁴	\$3,209	\$3,416	-6.45%	\$4,432	\$4,724	-6.57%
Certified Nursing Assistant ⁴	\$2,862	N/A	N/A	\$4,059	N/A	N/A

Comparison of the Northern California region and statewide data reveals that data reported by Northern California region survey respondents does not differ significantly from the statewide data – most differences are plus or minus 5%. Differences between the Northern California region and statewide data exceed 10% for only two benchmark classes, **Insurance Investigator/Analyst** and **Vocational Rehabilitation Counselor**. In both cases the number of survey matches within the Northern Region is very small, so the percentage difference in the regional and statewide data is not considered significant.

Within the Northern California region, State of California maximum Total Compensation is lower than the survey median maximum Total Compensation for 20 benchmark classes, and is higher for 13 classes.

Of the 5 matches statewide to the **Certified Nursing Assistant** benchmark class, none came from Northern California region respondents.

⁴ Please refer to footnote 1 on page 3.

**Table: Summary of Bay Area Region Data
General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$5,466	-22.93%	\$5,764	\$7,128	-23.66%
Research Analyst	\$5,616	\$6,840	-21.79%	\$7,024	\$8,376	-19.25%
Staff Services Manager I	\$6,127	\$8,825	-44.03%	\$7,609	\$10,403	-36.73%
Librarian	\$5,097	\$5,689	-11.61%	\$6,465	\$7,618	-17.84%
Office Support Services						
Account Clerk	\$2,876	\$3,778	-31.35%	\$4,074	\$5,263	-29.18%
Legal Typist	\$3,516	\$4,974	-41.47%	\$4,763	\$6,222	-30.64%
Security Guard	\$2,639	\$3,739	-41.68%	\$3,819	\$5,131	-34.36%
Institutional Cook	\$3,526	\$3,872	-9.81%	\$4,555	\$5,165	-13.38%
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$6,231	-10.91%	\$6,677	\$8,200	-22.79%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$8,168	-7.23%	\$9,200	\$10,187	-10.74%
Senior Transportation/Civil Engineer	\$8,965	\$9,613	-7.22%	\$10,612	\$11,615	-9.46%
Safety Engineer	\$7,616	\$6,548	14.02%	\$9,199	\$8,192	10.94%
Engineering Technician	\$4,766	\$5,320	-11.62%	\$6,109	\$7,137	-16.83%
Delineator	\$4,544	\$6,232	-37.15%	\$5,870	\$7,896	-34.53%
Construction Supervisor	\$5,878	\$7,266	-23.61%	\$7,341	\$8,459	-15.24%
Professional Scientific						
Biologist	\$5,584	\$6,826	-22.24%	\$6,989	\$8,184	-17.10%
Chemist	\$5,605	\$6,796	-21.25%	\$7,012	\$7,991	-13.96%
Industrial Hygienist	\$6,577	\$8,217	-24.94%	\$8,058	\$9,931	-23.25%
Public Health Microbiologist	\$6,139	\$6,851	-11.59%	\$7,587	\$8,253	-8.78%
Research Scientist (Master's)	\$7,044	\$6,541	7.14%	\$8,561	\$8,259	3.52%
Supervising Biologist	\$6,897	\$8,217	-19.14%	\$8,438	\$9,931	-17.70%
Veterinarian	\$6,575	\$8,215	-24.94%	\$8,056	\$9,885	-22.70%
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$4,353	-24.48%	\$4,743	\$5,894	-24.27%
Highway/Road Maintenance Worker	\$3,120	\$4,451	-42.66%	\$4,337	\$6,065	-39.85%
Carpenter	\$4,012	\$5,652	-40.88%	\$5,297	\$7,436	-40.39%

Department of Personnel Administration
2007 Total Compensation Survey

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Maintenance Mechanic	\$4,207	\$5,855	-39.17%	\$5,507	\$7,784	-41.35%
Plumber	\$4,201	\$6,260	-49.01%	\$5,500	\$8,336	-51.56%
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$5,136	-14.06%	\$5,825	\$7,058	-21.16%
Health and Social Services						
Clinical Social Worker ⁵	\$7,233	\$6,450	10.83%	\$8,316	\$8,387	-0.85%
Clinical Dietician ⁵	\$4,132	\$5,717	-38.36%	\$5,426	\$7,526	-38.69%
Vocational Rehab Counselor	\$4,867	\$5,949	-22.22%	\$6,217	\$7,543	-21.32%
Medical and Medical Related						
Licensed Psychiatric Technician ⁵	\$3,649	\$4,748	-30.10%	\$4,680	\$6,546	-39.88%
Pharmacy Technician ⁵	\$3,209	\$4,131	-28.72%	\$4,432	\$5,636	-27.15%
Certified Nursing Assistant ⁵	\$2,862	\$3,796	-32.63%	\$4,059	\$5,506	-35.65%

Comparing the Bay Area and statewide survey data confirms the finding of the previous Total Compensation Surveys performed for DPA by CPS - Bay Area survey respondents as a group tend to offer the highest compensation levels provided by California public employers. For all 34 benchmark classes for which data was reported, the Bay Area survey median maximum Total Compensation is higher than in the statewide data, usually significantly higher. For all but 6 benchmark classes, the Bay Area median maximum Total Compensation data is at least 10% higher than the statewide data; for 11 benchmark classes it is more than 20% higher than the statewide data; and for 2 classes it is more than 30% higher.

Within the Bay Area, State of California maximum Total Compensation is lower than the median maximum Total Compensation reported by survey respondents for 32 of the 34 benchmark classes, often by significant percentages. For 27 of the benchmark classes, the State of California maximum Total Compensation is more than 15% lower in the Bay Area; for 13 of the benchmark classes it is lower by more than 25%; and for 8 of the benchmark classes it is lower by more than 35%. The differences are exhibited in all of the nine occupational groups that make up the benchmark classes in the General Classification Group.

State of California maximum Total Compensation exceeds the median maximum Total Compensation reported by Bay Area region respondents for only 2 benchmark classes, **Safety Engineer** and **Research Scientist (Master's Degree required)**. As noted above, the State of California practice of providing the same compensation level to its matches to the **Safety Engineer** and **Transportation/Civil Engineer** benchmark classes is not typically followed by survey respondents. There were few matches to the **Research Scientist (Master's Degree required)** benchmark class reported by Bay Area survey respondents.

⁵ Please refer to footnote 1 on page 3.

**Table: Summary of Central California Region Data
General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$4,257	4.25%	\$5,764	\$5,748	0.28%
Research Analyst	\$5,616	\$5,104	9.12%	\$7,024	\$6,694	4.69%
Staff Services Manager I	\$6,127	\$5,340	12.84%	\$7,609	\$6,640	12.73%
Librarian	\$5,097	\$4,500	11.72%	\$6,465	\$5,796	10.35%
Office Support Services						
Account Clerk	\$2,876	\$3,162	-9.94%	\$4,074	\$4,411	-8.26%
Legal Typist	\$3,516	\$3,977	-13.11%	\$4,763	\$5,171	-8.57%
Security Guard	\$2,639	\$2,665	-0.99%	\$3,819	\$4,309	-12.83%
Institutional Cook	\$3,526	\$2,596	26.39%	\$4,555	\$3,686	19.08%
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$5,280	6.02%	\$6,677	\$6,924	-3.69%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$6,556	13.93%	\$9,200	\$7,693	16.38%
Senior Transportation/Civil Engineer	\$8,965	\$7,857	12.36%	\$10,612	\$9,393	11.48%
Safety Engineer	\$7,616	\$5,401	29.08%	\$9,199	\$6,507	29.26%
Engineering Technician	\$4,766	\$4,816	-1.05%	\$6,109	\$5,973	2.21%
Delineator	\$4,544	\$4,885	-7.50%	\$5,870	\$6,040	-2.90%
Construction Supervisor	\$5,878	\$4,978	15.31%	\$7,341	\$6,661	9.25%
Professional Scientific						
Biologist	\$5,584	\$5,890	-5.48%	\$6,989	\$7,320	-4.74%
Chemist	\$5,605	\$4,937	11.93%	\$7,012	\$5,858	16.46%
Industrial Hygienist	\$6,577	\$7,059	-7.33%	\$8,058	\$8,635	-7.16%
Public Health Microbiologist	\$6,139	\$5,779	5.86%	\$7,587	\$7,425	2.14%
Research Scientist (Master's req'd)	\$7,044	\$4,511	35.96%	\$8,561	\$6,121	28.50%
Supervising Biologist	\$6,897	\$7,059	-2.35%	\$8,438	\$8,635	-2.34%
Veterinarian	\$6,575	\$7,245	-10.19%	\$8,056	\$9,119	-13.20%
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$3,307	5.43%	\$4,743	\$4,640	2.15%
Highway/Road Maintenance Worker	\$3,120	\$3,219	-3.16%	\$4,337	\$4,243	2.16%
Carpenter	\$4,012	\$4,105	-2.32%	\$5,297	\$5,197	1.89%
Maintenance	\$4,207	\$4,022	4.40%	\$5,507	\$5,241	4.83%

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Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Mechanic						
Plumber	\$4,201	\$4,272	-1.69%	\$5,500	\$5,585	-1.54%
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,280	4.96%	\$5,825	\$4,999	14.19%
Health and Social Services						
Clinical Social Worker ⁶	\$7,233	\$5,752	20.48%	\$8,316	\$7,375	11.31%
Clinical Dietician ⁶	\$4,132	\$5,049	-22.19%	\$5,426	\$6,672	-22.95%
Vocational Rehab Counselor	\$4,867	\$5,203	-6.90%	\$6,217	\$6,841	-10.03%
Medical and Medical Related						
Licensed Psychiatric Technician ⁶	\$3,649	\$3,797	-4.04%	\$4,680	\$5,054	-7.99%
Pharmacy Technician ⁶	\$3,209	\$3,330	-3.77%	\$4,432	\$4,752	-7.20%
Certified Nursing Assistant ⁶	\$2,862	N/A	N/A	\$4,059	N/A	N/A

The Central California region data represents the converse of the Bay Area region data, since Central California region public employers typically offer compensation levels that are among the lower levels in California. Comparing the Central California and statewide data, the median maximum Total Compensation reported by Central California survey respondents is lower than the statewide data for 28 of the 33 benchmark classes for which data was reported, typically 5% to 15% lower.

Within the Central California region, State of California maximum Total Compensation is higher than the survey median maximum Total Compensation for 19 of the 33 benchmark classes for which data was reported, and lower for 14 of the benchmark classes. (There were no matches to the **Certified Nursing Assistant** benchmark class among Central California respondents.)

⁶ Please refer to footnote 1 on page 3.

**Table: Summary of Southern California Region Data
General Classification Group**

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Administrative and Professional						
Staff Analyst	\$4,446	\$4,234	4.77%	\$5,764	\$5,598	2.89%
Research Analyst	\$5,616	\$5,531	1.51%	\$7,024	\$6,984	0.56%
Staff Services Manager I	\$6,127	\$6,764	-10.40%	\$7,609	\$8,084	-6.25%
Librarian	\$5,097	\$5,025	1.41%	\$6,465	\$6,235	3.56%
Office Support Services						
Account Clerk	\$2,876	\$3,336	-15.98%	\$4,074	\$4,324	-6.14%
Legal Typist	\$3,516	\$4,393	-24.94%	\$4,763	\$5,245	-10.13%
Security Guard	\$2,639	\$3,073	-16.45%	\$3,819	\$4,343	-13.72%
Institutional Cook	\$3,526	\$3,186	9.64%	\$4,555	\$4,137	9.17%
Protective Services						
Insurance Investigator/Analyst	\$5,618	\$5,491	2.26%	\$6,677	\$6,566	1.67%
Inspector	\$3,932	N/A	N/A	\$4,967	N/A	N/A
Engineering and Engineering Related						
Transportation/Civil Engineer	\$7,617	\$7,500	1.54%	\$9,200	\$8,835	3.97%
Senior Transportation/Civil Engineer	\$8,965	\$8,265	7.81%	\$10,612	\$9,801	7.64%
Safety Engineer	\$7,616	\$6,413	15.80%	\$9,199	\$7,361	19.98%
Engineering Technician	\$4,766	\$4,741	0.52%	\$6,109	\$5,976	2.17%
Delineator	\$4,544	\$5,305	-16.74%	\$5,870	\$6,522	-11.11%
Construction Supervisor	\$5,878	\$5,931	-0.90%	\$7,341	\$7,190	2.05%
Professional Scientific						
Biologist	\$5,584	\$6,372	-14.11%	\$6,989	\$7,369	-5.44%
Chemist	\$5,605	\$6,314	-12.65%	\$7,012	\$7,459	-6.37%
Industrial Hygienist	\$6,577	\$6,883	-4.65%	\$8,058	\$8,306	-3.08%
Public Health Microbiologist	\$6,139	\$5,805	5.44%	\$7,587	\$6,981	7.98%
Research Scientist (Master's req'd)	\$7,044	\$5,988	15.00%	\$8,561	\$7,189	16.02%
Supervising Biologist	\$6,897	\$7,324	-6.19%	\$8,438	\$8,335	1.21%
Veterinarian	\$6,575	\$8,175	-24.33%	\$8,056	\$9,460	-17.43%
Crafts and Maintenance						
Building Maintenance Worker	\$3,497	\$3,357	4.02%	\$4,743	\$4,286	9.63%
Highway/Road Maintenance Worker	\$3,120	\$3,367	-7.90%	\$4,337	\$4,394	-1.33%
Carpenter	\$4,012	\$4,348	-8.37%	\$5,297	\$5,639	-6.46%

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Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Maintenance Mechanic	\$4,207	\$4,746	-12.81%	\$5,507	\$5,809	-5.49%
Plumber	\$4,201	\$4,648	-10.63%	\$5,500	\$5,755	-4.62%
Printing Related						
Digital Print Operator	\$3,485	N/A	N/A	\$4,730	N/A	N/A
Graphic Designer	\$4,503	\$4,249	5.65%	\$5,825	\$5,505	5.50%
Health and Social Services						
Clinical Social Worker ⁷	\$7,233	\$5,452	24.63%	\$8,316	\$6,656	19.97%
Clinical Dietician ⁷	\$4,132	\$4,852	-17.42%	\$5,426	\$6,027	-11.07%
Vocational Rehab Counselor	\$4,867	\$6,075	-24.81%	\$6,217	\$7,526	-21.05%
Medical and Medical Related						
Licensed Psychiatric Technician ⁷	\$3,649	\$3,564	2.33%	\$4,680	\$4,605	1.61%
Pharmacy Technician ⁷	\$3,209	\$3,276	-2.07%	\$4,432	\$4,272	3.61%
Certified Nursing Assistant ⁷	\$2,862	\$2,610	8.81%	\$4,059	\$3,599	11.33%

A comparison of the Southern California region and statewide data reveals that, similar to the Central California region, the median maximum Total Compensation reported by Southern California respondents is lower than the statewide data for 29 of the 34 benchmark classes for which data was reported. In most cases the differences between the Southern California and statewide data are not substantial – less than 10% for most benchmark classes.

Within the Southern California region, State of California maximum Total Compensation exceeds the median maximum Total Compensation reported for 19 benchmark classes, and is lower for 15 benchmark classes.

⁷ Please refer to footnote 1 on page 3.

V – Conclusion

By definition, a compensation survey gathers data concerning the compensation practices of specific employers with regard to specific benchmark classes at a specific point in time. For this Total Compensation Survey, that point in time is September 1, 2007. The variety of compensation components covered in this survey and the inherent, dynamic nature of compensation practices, no doubt have resulted in some changes to the compensation levels presented in this report, in the several months since data was collected. While there may have been some adjustment to various compensation components, it is unlikely that the overall relationship of State of California Total Compensation to the survey median data presented here for the General Classification and Education Classification Groups will have changed significantly, so it remains current and accurate as of the date of this report.

Questions regarding this Total Compensation Survey and/or this report may be directed to CPS, at 916-263-3600.



April 2008

2007 Total Compensation Supplemental Out-of-State Survey

Department of Personnel Administration
Labor Relations Division
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- Appendix 1 – Out-of-State Data by Class
- Appendix 2 – Table of Survey Responses
- Appendix 3 – Copy of Survey Instrument

Executive Summary

The 2007 Total Compensation Survey includes a survey of three benchmark classifications with salary and benefits data from other states that the Department of Personnel Administration (DPA) administered internally. These three classifications are a supplement to the 2007 Total Compensation Survey conducted by CPS. The specifications indicated that the State is responsible for carrying out the duties of the three classifications. Consequently, there are no comparables at the local level. The survey results are the following:

- ◆ Compliance Representatives monthly total compensation lead is 11.7 percent or \$704 when compared to eleven other states.
- ◆ Licensing-Registration Examiners monthly total compensation lead is 5.3 percent (\$258).
- ◆ The highest California lead is for the Motor Carrier Specialist. The monthly total compensation lead is 16.4 percent (\$975). However, Federal Motor Carrier Safety Specialists working in California earn more and the State lags by 6.6 percent in total compensation. The MOU mandates that California compares salaries for this classification with the Federal government class.
- ◆ The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living areas, the lags are not surprising.

Summary of Survey Responses by Other States

A Total Compensation Survey seeks data with regard to all the key components of compensation in order to quantify the total value of those components, and facilitate comparisons of the complete compensation packages offered by various employers. For this Total Compensation Survey, those compensation components are:

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The three classifications that the DPA surveyed separately, and are a supplement to the 2007 Total Compensation Survey conducted by CPS, are the following:

- ◆ Compliance Representative – The journey-level Compliance Representative performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state.
- ◆ Licensing-Registration Examiner – The journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office.
- ◆ Motor Carrier Specialist – The journey-level Inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public.

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In total, 15 states received the 2007 Total Compensation Survey and of those, eleven states responded. The federal government data was collected from the Office of Personnel Management website for a total of twelve response organizations.

The following, Table 1 show the states that responded to the survey and the number of matches made for each of the classifications by each state.

Table 1 – Organizations Responding to Survey

Other States	Class Matches
State of Arizona	3
State of Indiana	3
State of Massachusetts	2
State of Montana	3
State of Nevada	3
State of New Hampshire	3
State of New Jersey	3
State of New York	3
State of Ohio	3
State of Oregon	2
State of Utah	3
Federal Government	2

The comparison of California to other states shows that the state leads the other states:

- ◆ The highest California lead is for the Motor Carrier Specialist, \$785 in monthly maximum base salary (17.0%). With benefits added for total compensation, the lead increases to \$975 (16.4%).
- ◆ For compliance representatives the maximum monthly salary lead is \$380 (8.1%) and the total compensation lead is \$704 (11.7%).
- ◆ Licensing-Registration Examiners monthly maximum base salary is \$151 higher (4.2%) and increases to \$258 (5.3%) with total compensation.


Table 2 – State of California Salary Comparison to Other States

Classification	State of CA Maximum Base Salary	Survey Median Max Base Salary	State Relationship to Median	State of CA Maximum Total Compensation	Survey Median Max Total Compensation	State Relationship to Median
Compliance Representative	\$4,670	\$4,290	8.1%	\$6,005	\$5,301	11.7%
Licensing-Registration Examiner	\$3,588	\$3,437	4.2%	\$4,840	\$4,583	5.3%
Motor Carrier Specialist	\$4,622	\$3,837	17.0%	\$5,954	\$4,978	16.4%

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The current Protective Services and Public Safety Bargaining Contract mandates the comparison of the Motor Carrier Specialist classification and its compensation to the US Department of Transportation Motor Carrier Specialist Investigator. Table 3 provides the comparison.

Table 3 – State of California Motor Carrier Specialist Salary Comparison to US Department of Transportation Motor Carrier Safety Specialist Investigator

 Motor Carrier Specialist													
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation	State Relationship to Geographic Area Salary
State of California	Motor Carrier Specialist	\$3,835	\$4,622					\$978	Inc. in medical	Inc. in medical	\$354	\$5,954	\$5,954
Federal Government - Rest of California	Motor Carrier Safety Specialist Investigator	\$3,644	\$4,737		\$237			\$697			\$362	\$6,034	-1.35%
Federal Government - Sacramento Area	Motor Carrier Safety Specialist Investigator	\$3,850	\$5,005		\$250			\$697			\$383	\$6,335	-6.40%
Federal Government - Bay Area	Motor Carrier Safety Specialist Investigator	\$4,217	\$5,482		\$274			\$697			\$419	\$6,872	-15.42%
Federal Government - Los Angeles Area	Motor Carrier Safety Specialist Investigator	\$4,013	\$5,217		\$261			\$697			\$399	\$6,573	-10.41%
Federal Government - San Diego Area	Motor Carrier Safety Specialist Investigator	\$3,893	\$5,016		\$251			\$697			\$384	\$6,348	-6.62%
	Base Salary Median		\$5,016									\$6,348	
	Base Salary Mean		\$5,091									\$6,432	
	State Relationship to Median		-8.53%									-6.62%	
	State Relationship to Mean		-10.15%									-8.04%	

Note: The Federal salary comparison is for four locality pay areas: Sacramento Region, Bay Area, Los Angeles Region, and San Diego Region, and the Rest of the State.

The State lags the Federal government locality pay in the Bay Area by 16.4% and Southern California locality pay by 10.4%. Since both areas are recognized as a very high cost-of-living area, the lags are not surprising.

The comparison shows that the State lags the federal government by 8.5 percent in median monthly maximum salary and 6.6 percent in total compensation.

Cost of Living Comparison

The annual maximum salary level paid by the State of California for each of the three benchmark classifications is the salary comparison. The salaries for each are the following:

- Compliance Rep-\$56,040
- Licensing/Registration Examiner-\$43,056 and
- Motor Carrier Specialist-\$55,464.

The data show that the largest cost element that affects the cost of living in California is the cost of housing and makes the largest contribution to the lower cost of living in other states.

Table 4 – Cost of Living Comparison between California and Surveyed States

Surveyed State	Compliance Representative	Licensing/Registration Examiner	Motor Carrier Specialist
California	100.0%	100.0%	100.0%
Arizona	-58.3%	-67.0%	-58.6%
Indiana	-76.5%	-86.0%	-76.8%
Massachusetts	-34.6%	-37.5%	-34.7%
Montana	-70.4%	-78.8%	-70.7%
Nevada	-41.8%	-47.4%	-42.0%
New Hampshire	-50.0%	-54.6%	-50.1%
New Jersey	-32.4%	-37.9%	-32.6%
New York	-14.2%	-17.0%	-14.3%
Ohio	-73.5%	-82.9%	-73.9%
Oregon	-49.3%	-57.6%	-49.6%
Utah	-73.7%	-81.8%	-74.0%

Source: ERI Relocation Assessor, and statewide data averages are as of April 2008.

The cost of living comparison calculation uses ERI Relocation Assessor data¹ and compares average statewide living costs that include the following: consumables, transportation, health services, housing/utilities/property taxes, income/payroll taxes, and miscellaneous cost elements to calculate the cost of living estimate.

As the data above indicates, the cost of living is lower in the surveyed states. Indiana consistently has the lowest level when compared to California. New York cost of living is only 14.2% lower for those earning a salary comparable to the California Compliance Representative.

¹ ERI Relocation Assessor data is the property of the Economic Research Institute.

Supplemental Appendix 1 Out-of-State Data by Class



Compliance Representative

Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	Compliance Representative	\$3,841	\$4,670					\$978	Inc. in medical	Inc. in medical	\$357	\$6,005
State of Arizona	Tax Analyst II	\$3,603	\$5,294					\$1,125	\$44		\$405	\$6,867
State of Indiana	Tax Analyst 4	\$1,992	\$3,264					\$963	\$62	\$4		\$4,293
State of Massachusetts	Tax Examiner II	\$3,423	\$4,892					\$1,467	\$60	Inc. with dental	\$71	\$6,490
State of Montana	Tax Examiner - Band 5	\$2,364	\$3,546					\$557	Inc. in medical		\$271	\$4,374
State of Nevada	Tax Examiner II	\$2,683	\$4,343	\$88				\$808	Inc. in medical	Inc.	\$63	\$5,301
State of New Hampshire	Tax Auditor I	\$2,364	\$3,135					\$1,536	\$13	Inc. in medical	\$240	\$4,923
State of New Jersey	Taxpayer Service Representative 3	\$3,275	\$4,618					\$897	\$59		\$353	\$5,927
State of New York	Tax Compliance Representative I (SG Code 11)	\$2,678	\$3,283					\$862			\$251	\$4,395
State of Ohio	Tax Commissioner Agent 2	\$3,075	\$3,934					\$754	\$71		\$57	\$4,816
State of Oregon	No Comparable Match											
State of Utah	Compliance Agent II	\$2,853	\$4,946					\$1,044	\$81	\$0	\$378	\$6,449
Federal Government	Tax Specialist	\$3,300	\$4,290		\$214			\$697			\$328	\$5,529

Base Salary Median	\$4,290
Base Salary Mean	\$4,140
State Relationship to Median	8.15%
State Relationship to Mean	11.34%
Number of Comparable Matches	11

Base Salary Median	\$5,301
Base Salary Mean	\$5,397
State Relationship to Median	11.72%
State Relationship to Mean	10.13%

Data Effective: September 1, 2007



Licensing-Registration Examiner


Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
State of California	Licensing-Registration Examiner	\$3,015	\$3,588					\$978	Inc. in medical	Inc. in medical	\$274	\$4,840
State of Arizona	Motor Vehicle Customer Service Representative	\$2,444	\$3,327					\$1,125	\$44		\$255	\$4,750
State of Indiana	Driver Examiner	\$1,837	\$2,172					\$963	\$62	\$4	\$166	\$3,368
State of Massachusetts	Driver's License Examiner	\$2,741	\$3,929					\$1,467	\$60	Inc. with dental	\$57	\$5,512
State of Montana	License Permit Technician	\$2,028	\$3,042					\$557	Inc. in medical		\$233	\$3,832
State of Nevada	Motor Vehicle Licensing-Registration Examiner	\$2,579	\$4,155	\$88				\$808	Inc. in medical	Inc.	\$60	\$5,111
State of New Hampshire	Licensing Officer	\$2,331	\$3,082					\$1,536	\$13	Inc. in medical	\$236	\$4,866
State of New Jersey	Examination Technician Motor Vehicles	\$2,628	\$3,681					\$897	\$59		\$282	\$4,918
State of New York	Motor Vehicle License Examiner (SG Code 12)	\$2,831	\$3,457					\$862			\$264	\$4,583
State of Ohio	Driver's License Examiner 2	\$2,739	\$3,604					\$754	\$71		\$52	\$4,481
State of Oregon	Transportation Service Representative 2	\$2,388	\$3,437					\$1,007	\$93	Inc. in medical		\$4,536
State of Utah	Tax/Motor Vehicle Tech II	\$2,007	\$3,034					\$1,044	\$81	\$0	\$232	\$4,391
Federal Government	No Comparable Match											

Base Salary Median	\$3,437
Base Salary Mean	\$3,356
State Relationship to Median	4.21%
State Relationship to Mean	6.46%

Number of Comparable Matches	11
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Base Salary Median	\$4,583
Base Salary Mean	\$4,577
State Relationship to Median	5.32%
State Relationship to Mean	5.44%

Data Effective: September 1, 2007

	Motor Carrier Specialist											
Surveyed Agency	Classification Title	Monthly Min.	Monthly Max.	Longevity Pay	Deferred Comp	Retirement Pickup	Cafeteria Plan	Health	Dental	Vision	Social Security	Monthly Total Compensation
<i>State of California</i>	<i>Motor Carrier Specialist</i>	\$3,835	\$4,622					\$978	<i>Inc. in medical</i>	<i>Inc. in medical</i>	\$354	\$5,954
State of Arizona	Motor Vehicle Field Office II	\$2,629	\$3,539					\$1,125	\$44		\$271	\$4,978
State of Indiana	Motor Carrier Inspector	\$2,265	\$3,160					\$963	\$62	\$4	\$242	\$4,431
State of Massachusetts	No Comparable Match											
State of Montana	Motor Vehicle Safety Inspector	\$2,384	\$3,576					\$557	<i>Inc. in medical</i>		\$274	\$4,407
State of Nevada	Commercial Vehicle Inspector	\$3,047	\$4,964	\$88				\$808	<i>Inc. in medical</i>	<i>Inc.</i>	\$72	\$5,931
State of New Hampshire	Highway Patrol and Enforcement Officer	\$3,389	\$4,517					\$1,536	\$13	<i>Inc. in medical</i>	\$346	\$6,411
State of New Jersey	Safety Specialist 1, DMV	\$3,275	\$4,618					\$897	\$59		\$353	\$5,927
State of New York	Motor Vehicle Inspector	\$3,019	\$3,837					\$862			\$294	\$4,992
State of Ohio	Motor Carrier Enforcement Inspector	\$2,971	\$3,934					\$754	\$71		\$57	\$4,816
State of Oregon	Motor Carrier Enforcement Officer	\$2,388	\$3,437					\$1,007	\$93	<i>Inc. in medical</i>		\$4,536
State of Utah	Motor Carrier Specialist II	\$2,444	\$3,476					\$1,044	\$81	\$0	\$266	\$4,866
Federal Government	Motor Carrier Safety Specialist	\$3,644	\$4,737		\$237			\$697			\$362	\$6,034

Base Salary Median	\$3,837
Base Salary Mean	\$3,981
State Relationship to Median	16.99%
State Relationship to Mean	13.86%

Base Salary Median	\$4,978
Base Salary Mean	\$5,212
State Relationship to Median	16.38%
State Relationship to Mean	12.46%

Number of Comparable Matches	11
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Data Effective: September 1, 2007

Supplemental Appendix 2 Out-of-State Data by Class

**California Department of Personnel Administration
2007 Total Compensation
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TABLE 1 DPA 2007 TOTAL COMPENSATION SURVEY COLA HISTORY			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Last 7-1-07 @ 3.4% Next TBD	N/A	N/A
State of Arizona	7-1-07 @ 3% Next TBD	N/A	N/A
State of Indiana	DNA	N/A	N/A
State of Massachusetts	DNA	N/A	N/A
State of Montana	10-01-06 @ 4% or \$1,188 whichever is larger Next 10-10-07 @ 3%	N/A	N/A
State of Nevada	1-1-07 @ 2% Next 7-1-08 @ 4%	N/A	N/A
State of New Hampshire	7-07 @ \$0.51 per hour 1-08 @ 3.5%	N/A	N/A
State of New Jersey	7-7-07 @ 3% Next 7-08 @ 3%	N/A	N/A
State of New York	NA ¹	N/A	N/A
State of Ohio	7-1-07 @ 3.5% Next 7-1-08 @ 3.5%	N/A	N/A
State of Oregon	7-1-07 @ 3% Next 11-1-08 @ 3.2%	N/A	N/A
State of Utah	7-1-07 @ 3.5% Next TBD	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available

NOTE: New York State does not provide a COLA, but a location pay. NYC, Westchester, Rockland, and Nassau/Suffolk counties receive \$1,302. Orange, Putman, and Dutchess counties receive \$651



California Department of Personnel Administration
2007 Total Compensation
Supplemental Out-of-State Survey

TABLE 2 DPA 2007 TOTAL COMPENSATION SURVEY WORK WEEK			
Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	40 hours	N/A	N/A
State of Arizona	40 hours	N/A	N/A
State of Indiana	37.5 hours	N/A	N/A
State of Massachusetts	37.5 hours	N/A	N/A
State of Montana	40 hours	N/A	N/A
State of Nevada	40 hours	N/A	N/A
State of New Hampshire	37.5 or 40 hours	N/A	N/A
State of New Jersey	At least 35 hours	N/A	N/A
State of New York	37.5 hours	N/A	N/A
State of Ohio	40 hours	N/A	N/A
State of Oregon	40 hours	N/A	N/A
State of Utah	40 hours	N/A	N/A
Federal Government	DNA	N/A	N/A

N/A = Data not applicable

DNA = Data not available



TABLE 3
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO MEDICAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$879 or CoBen \$978	\$165 or CoBen \$196	N/A	N/A	N/A	N/A
State of Arizona	\$1,125	\$125	N/A	N/A	N/A	N/A
State of Indiana	\$963	\$290	N/A	N/A	N/A	N/A
State of Massachusetts	\$1,147	\$367	N/A	N/A	N/A	N/A
State of Montana	\$557	DNA	N/A	N/A	N/A	N/A
State of Nevada	\$808	\$122	N/A	N/A	N/A	N/A
State of New Hampshire	\$1,536	\$54	N/A	N/A	N/A	N/A
State of New Jersey	\$897	1.5% of monthly salary	N/A	N/A	N/A	N/A
State of New York	\$862	\$194	N/A	N/A	N/A	N/A
State of Ohio	\$754	\$133	N/A	N/A	N/A	N/A
State of Oregon	\$1,007	\$0	N/A	N/A	N/A	N/A
State of Utah	\$1,044	\$79	N/A	N/A	N/A	N/A
Federal Government	\$697	\$395	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



TABLE 4
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO DENTAL

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$90 CoBen Inc. in Med.	\$30 CoBen inc. in Medical	N/A	N/A	N/A	N/A
State of Arizona	\$44	\$54	N/A	N/A	N/A	N/A
State of Indiana	\$62	\$0	N/A	N/A	N/A	N/A
State of Massachusetts	\$60	\$15	N/A	N/A	N/A	N/A
State of Montana	Incl. in medical	DNA	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	\$123	\$0	N/A	N/A	N/A	N/A
State of New Jersey	\$27	\$27	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$71	\$0	N/A	N/A	N/A	N/A
State of Oregon	\$93	\$0	N/A	N/A	N/A	N/A
State of Utah	\$81	\$4	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



California Department of Personnel Administration
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TABLE 5
DPA
2007 TOTAL COMPENSATION SURVEY
EMPLOYER & EMPLOYEE CONTRIBUTION TO VISION

Agency	General Employees		Professional Employees		Supervisory / Management Employees	
	Employer Cost	Employee Cost	Employer Cost	Employee Cost	Employer Cost	Employee Cost
DPA	\$9	\$0	N/A	N/A	N/A	N/A
State of Arizona	\$0	\$17	N/A	N/A	N/A	N/A
State of Indiana	\$4	\$6	N/A	N/A	N/A	N/A
State of Massachusetts	Incl. with dental	DNA	N/A	N/A	N/A	N/A
State of Montana	DNA	\$22	N/A	N/A	N/A	N/A
State of Nevada	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Hampshire	Incl. in medical	Incl. in medical	N/A	N/A	N/A	N/A
State of New Jersey	DNA	DNA	N/A	N/A	N/A	N/A
State of New York	DNA	DNA	N/A	N/A	N/A	N/A
State of Ohio	\$18	\$0	N/A	N/A	N/A	N/A
State of Oregon	Incl. in medical	\$0	N/A	N/A	N/A	N/A
State of Utah	\$0	\$16	N/A	N/A	N/A	N/A
Federal Government	\$0	DNA	N/A	N/A	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



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TABLE 6
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREMENT PRACTICES

AGENCY	Type of Retirement	PERS/Ind. Employee Portion	PERS/Ind. Employee Portion Paid by Employer	Retirement Benefit	Retirement Formula	Social Security Practices	Employer Retirement Contribution
DPA	PERS	5%	0%	2% @ 55	Avg. Highest 3 Years	7.65%	16.6%
State of Arizona	Arizona State Retirement System	9.1%	0%	2.1% @ 0-19.99 yrs. to high of 2.3% @ 30 yrs.	Highest 36 consecutive months in last 10 years	7.65%	20%
State of Indiana	PERF	N/A	3% to annuity fund	1.1%	Highest 5 consecutive years	7.65%	N/A
State of Massachusetts	Mass. State Retirement Plan	9% or 11% if salary > \$30,000	0%	Age X yrs. of service X salary	Highest 3 years	1.45%	0%
State of Montana	PERS	6.9%	6.9%	2% X highest 3 years	Highest 3 years	7.65%	6.9%
State of Nevada	ER and EE Plan or ER only Plan	10.5% under ER/EE Plan	0%	2.5% prior to 7-1-2001 and 2.67% after 7-1-2001 X yrs. of service	Highest 3 years	.5 FTE pay 7.65% FT 1.45%	10.5% for ER/EE Plan or 20.5% for ER only plan
State of New Hampshire	NH Retirement System	5.0%	0%	Avg. final comp X Service credit	Highest 3 years	7.65%	8.74%
State of New Jersey	PERS	5.5%	0%	Yrs. of Service/55 X Final Avg. Comp	Last 36 months	DNA	0%
State of New York	Employees Retirement System	3%	0%	1.66% w/20 yrs	Highest 3 years	7.65%	10.84%
State of Ohio	OPERS	9.5%	0%	2.2% X final salary X yrs of service	Avg. of highest 3 years	1.45%	13.77%
State of Oregon	PERS	DNA	100%	1.67% X yrs. of service	Avg. highest 3 years	7.65%	DNA
State of Utah	Utah Retirement System	0%	N/A	2% X Yrs of service	Highest 3 yrs.	7.65%	14.21%
Federal Government	FERS	DNA	DNA	1% of highest 3 years x 3 of years	Average of 3 years	7.65%	11.5%

N/A = Data not applicable

DNA = Data not available



**TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER**

Agency	General Employees	Professional Employees	Supervisory / Management Employees
DPA	Retiree Only \$439 Medical \$35 Dental Retiree/Spouse \$823 Medical \$62 Dental Retiree/Family \$1,042 Medical \$90 Dental	N/A	N/A
State of Arizona	No contribution to retiree health	N/A	N/A
State of Indiana	N/A	N/A	N/A
State of Massachusetts	Retiree Only \$124 Medical, \$24 Dental Retiree/Spouse \$288 Medical, \$58 Dental Retiree/Family \$288 Medical, \$58 Dental	N/A	N/A
State of Montana	N/A	N/A	N/A
State of Nevada	Retiree Only \$360 Medical, Dental included Retiree/Spouse \$639, Dental included Retiree/Family \$530, Dental included	N/A	N/A
State of New Hampshire	Retiree Only < 65 \$834, 65+ \$413 Medical only Retiree/Spouse \$1,667 Medical only Retiree/Family \$2,251 Medical only	N/A	N/A
State of New Jersey	DNA	N/A	N/A
State of New York	Retiree Only \$412 Medical only Retiree/Spouse NA Retiree/Family \$862 only	N/A	N/A

TABLE 7
DPA
2007 TOTAL COMPENSATION SURVEY
RETIREE HEALTH COVERAGE PRACTICES
MONTHLY AMOUNT PAID BY EMPLOYER

Agency	General Employees	Professional Employees	Supervisory / Management Employees
State of Ohio	Based on years of service	N/A	N/A
State of Oregon	Retiree Only \$60 Medical	N/A	N/A
State of Utah	Retiree Only \$388 Medical only Retiree/Spouse \$800 Medical only Retiree/Family \$1,068 Medical only	N/A	N/A
Federal Government	Retiree Only \$697	N/A	N/A

N/A = Data not applicable

DNA = Data not available

All dollar amounts rounded to the nearest whole number



TABLE 8
2007 TOTAL COMPENSATION SURVEY
LEAVE PRACTICES GENERAL EMPLOYEES

Agency	Vacation Leave										Sick Leave		Holidays
	Year 1		Year 5		Year 10		Year15		Year 20				
	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	Annual	Max	
DPA	10.5	10.5	15	15	18	18	19.5	19.5	21	21	12	No Max	14
State of Arizona	12	30	15	30	18	30	21	30	21	30	12	No max	10
State of Indiana	12	No max	15	No max	20	No max	20	No max	25	No max	9	No max	12
State of Massachusetts	12	DNA	15	DNA	20	DNA	20	DNA	25	DNA	15	DNA	11 13 in Suffolk Co.
State of Montana	15	15	15	30	18	36	21	42	24	48	12	No max	10.5
State of Nevada	15	30	15	30	18	30	21	30	21	30	15	No max	11
State of New Hampshire	12	12	15	32	18	38	18	38	21	44	15	120	10
State of New Jersey	12	12	12	24	15	30	20	40	25	50	15	DNA	13
State of New York	13	40	18	40	20	40	21	40	22	40	13	200	12
State of Ohio	10	30	15	45	20	60	22.5	67.5	25	75	10	No max	10
State of Oregon	12	DNA	15	DNA	18	DNA	21	DNA	24	325	12	No max	10+3 Personal
State of Utah	13	320	16.25	320	19.5	320	N/A	N/A	22.75	320	13	No max	11
Federal Government	13	240	13	240	17	240	17	240	20	240	13	No max	10

N/A = Data not applicable
DNA = Data not available



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TABLE 9
DPA
2007 TOTAL COMPENSATION SURVEY
LONGEVITY, DEFERRED COMP, & INCENTIVE PAY

Agency	Longevity	Deferred Compensation	Incentive & Bonus Pay
DPA	N/A	N/A	N/A
State of Arizona	None	N/A	2.75% group performance pay
State of Indiana	None	\$15 per pay period	\$284 annual spot bonus
State of Massachusetts	Bargaining issue	N/A	None for general employees
State of Montana	1.5% @5 yrs; 2.0% @10 yrs; 2.0% @ 15 yrs; 2.0% @20 yrs; 1.5% @ 25 yrs; 1.5% @ 30 yrs. uninterrupted state service	N/A	N/A
State of Nevada	8 yrs.-\$75 semi-annual 10 yrs.-\$125 semi-annual 15 yrs.-\$275 semi-annual 20 yrs.-\$525 semi-annual 25 yrs.-\$800 semi-annual 30 yrs.+ \$1,175 semi-annual	N/A	N/A
State of New Hampshire	\$300 after 10yrs; and \$300 for each additional 5 yrs.	N/A	N/A
State of New Jersey	N/A	N/A	N/A
State of New York	5 yrs. \$750 annually 10 yrs. additional \$750 annually	N/A	N/A
State of Ohio	0.5% * # of years of service * 1 st step of pay range-starts at 5 years of service, max out at 20 years	N/A	N/A
State of Oregon	N/A	N/A	N/A
State of Utah	8+ yrs. service & at max salary receive 2.75% salary increase each year	1.5%	N/A
Federal Government	N/A	5%	N/A

N/A = Data not applicable
DNA = Data not available



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TABLE 10 DPA 2007 TOTAL COMPENSATION SURVEY RECRUITMENT & RETENTION CONCERNS	
Agency	Recruitment & Retention
DPA	No Comments
State of Arizona	No Comments
State of Indiana	Motor Carrier class has retention problem because of low pay.
State of Massachusetts	Compliance Representative recruitment problem, want to hire a candidate with any degree.
State of Montana	No Comments
State of Nevada	Compliance Representative retention problems. Motor Carrier Sp. Are difficult to recruit & retain, salary problem.
State of New Hampshire	No Comments
State of New Jersey	Taxpayer Service Representatives are not difficult to recruit, but are difficult to retain because they work in call-in and walk-in centers and stress is high.
State of New York	No Comments
State of Ohio	No Comments
State of Oregon	No Comments
State of Utah	No Comments
Federal Government	No Comments

NA = Data not applicable
DNA = Data not available



Supplemental Appendix 3 Copy of Survey Instrument

State of California
Department of Personnel Administration
2007 Total Compensation Survey

INTRODUCTION AND GENERAL INSTRUCTIONS

The State of California, Department of Personnel Administration is conducting a Total Compensation Survey for three benchmark classes. We would greatly appreciate your assistance in collecting the requested information.

This Total Compensation Survey instrument is comprised of five sections:

- The first section asks some general information questions with respect to your agency.
- The second section represents the Total Compensation Survey and provides structured salary data collection sheets on page 4. The descriptions for these survey classes are provided on page 5. If your agency has a comparable class, please provide the requested information.
 - Note that the monthly minimum and maximum salary provided to your agency's comparable class is requested.
 - Please list the bargaining group that represents each of your agency's classes that you are able to match to the survey classes.
 - Please list the number of budgeted positions and filled positions for each comparable classification
- The third and fourth sections of this survey (pages 6-9), provides structured benefits data and retirement information collection sheets. This information is particularly critical to our efforts to survey for Total Compensation.
- The fifth section of this survey (page 10), requests information on recruitment and retention issues.

In completing the survey, we ask that you do the following:

1. Please complete all sections of the questionnaire using the **September 1, 2007** salary and benefit information for your agency's classification that matches the benchmark classification.
2. Please include copies of your agency's salary schedules, organization charts and the classification specifications for the comparable classes, or provide the website address where this information may be found.
3. Please email the completed survey by **September 21, 2007**, to LiisaRohmer@dpa.ca.gov
4. If you have any questions about the survey or any of the data being requested, please contact Liisa Rohmer by e-mail or at (916) 324-3865.

Thank you for your cooperation and participation.

State of California, Department of Personnel Administration
Total Compensation Survey

PARTICIPATING AGENCY CONTACT INFORMATION

Please complete the following information so that we can track responses and follow-up as necessary.

Agency Name

Address

Contact Name

Title

Telephone Number

Fax Number

E-mail Address

State of California, Department of Personnel Administration
2007 Total Compensation Survey

I. GENERAL INFORMATION

Please provide information concerning cost-of-living-adjustment (COLA) increases for the following:

- General Employees Last COLA Date _____ Amount _____
Next COLA Date _____ Amount _____

Please provide the number of hours per week (40, etc.) considered to be full time employment with your agency for the following:

- General Employees_____

State of California, Department of Personnel Administration
2007 Total Compensation Survey

II. COMPENSATION SURVEY

Salary Data Collection Sheets – Refer to Descriptions on Page 5.

#	Survey Class Title	Your Agency's Class Title	Min. monthly salary (as of 9/07)	Max. monthly salary (as of 9/07)	Bargaining Unit of matched class	Number of budgeted positions	Number of filled positions
1	Compliance Representative						
2	Motor Vehicle Licensing-Registration Examiner						
3	Commercial Vehicle Inspector						

State of California, Department of Personnel Administration
2007 Total Compensation Survey

#	SURVEY CLASS	CLASS DESCRIPTION
1	Compliance Representative	This is a journey level class that performs a full range of tax and revenue related tasks needed to fulfill tax revenue and collection services used by the state. Positions provide assistance to business entities, or taxpayers to ensure compliance with tax laws, collect delinquent taxes or other debts, and perform a variety of compliance and collection functions. They ensure compliance with personal, corporation and employer tax laws, and other revenue programs. Positions may serve in technical, staff and administrative roles to fulfill various aspects of compliance and collection work, including collection, registration, revocation, and, in some cases, preliminary criminal investigation. Education: One year of experience performing tax compliance or debt collections work. OR graduation from college, which must include at least one course each in basic accounting or Federal or State taxation and business or commercial law; and one course in either economics, business administration, or public administration.
2	Motor Vehicle Licensing-Registration Examiner	Under general direction, the journey-level Examiner perform the most difficult and sensitive work in driver licensing, vehicle registration, and related areas dealing directly with the public in a Department of Motor Vehicles' assigned field office. At least 50% of any duties involve giving practical performance tests to applicants. Two years of experience in the Department of Motor Vehicles is required.
3	Commercial Vehicle Inspector	Under general supervision, the journey-level inspector is responsible for ensuring that motor carriers are in compliance with State and Federal laws and regulations pertaining to operating, safety, mechanical, preventive maintenance, and hazardous materials handling practices to ensure the safety of the motoring public. The inspector prepares comprehensive written reports of inspections conducted; makes detailed investigations of vehicles involved in accidents to determine if the cause was mechanical, and when called upon, serves as a technical expert on a multidisciplinary accident investigation team to investigate complex or multiple fatality motor vehicle accidents. Four years of experience in journey level mechanics including mechanical repair and preventive maintenance program or automotive or mechanical engineering experience.

State of California, Department of Personnel Administration
2007 Total Compensation Survey

III. BENEFITS SURVEY

- This is a survey of your employee benefits and costs as of **September 1, 2007**.
- If employees do not receive a specific benefit, please enter "NA" for "not applicable" in the appropriate columns.
- Please report all premiums as a monthly cost.

Retirement Contribution Practices	General Employees
What is the total Employer contribution, as a percentage of base salary?	
What is the total Employee contribution, regardless of who pays it, as a percentage of base salary?	
What is the percentage of the Employee contribution paid by Employer (if applicable)?	
What is the percentage of the Employee contribution paid by the Employee (if applicable)?	
Deferred Compensation Practices	General Employees
What is the maximum Employer contribution (enter as dollars or percentage of base salary)?	
Longevity Pay Practices	General Employees
Enter the amount paid per month, in dollars, or as a percentage of salary, for premium pay based on length of service. Enter each level of longevity pay including the year of service and corresponding pay amount.	
Incentive/Bonus Pay	General Employees
If you have an incentive or bonus pay program, provide the average amount paid across the organization at the last payout and the date of last payout. Please attach the policy.	
Social Security	General Employees
Indicate whether your agency participates in Social Security at the full rate of 7.65% (Medicare and FICA), or 1.45% (Medicare only).	

State of California, Department of Personnel Administration
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Cafeteria Plan Practices - If your agency has a cafeteria plan provision, please answer the following questions.	General Employees
Enter maximum monthly amount paid by employer	
Enter maximum monthly amount paid by employee	

For health-related benefits, provided separate from a cafeteria plan, please base your responses on the **most commonly selected plan** (combined employer and employee contribution) for family coverage.

Medical Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan).	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	
Dental Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan). If cost is included in medical, indicate by entering "inc."	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	
Vision Insurance Costs	General Employees
List the employer's maximum contribution for full family coverage (for the most commonly selected plan). If the cost is included in medical, indicate by entering "inc."	
List the employee's maximum contribution for full family coverage (for the most commonly selected plan).	

State of California, Department of Personnel Administration
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Vacation Leave	General Employees	
Enter the number of days accrued per year for each year of service, as well as the maximum amount that can be accrued in that year.	Annual Accrual	Max Accrual
Year 1		
Year 5		
Year 10		
Year 15		
Year 20		
Maximum Accrual Rate		
List the year of service for maximum accrual		
Sick Leave	General Employees	
List the number of days per year and the maximum accrual.	Annual Accrual	Max Accrual
Holidays	General Employees	
List the number of holidays provided each year to each group.		

State of California, Department of Personnel Administration
2007 Total Compensation Survey

IV. RETIREMENT INFORMATION	
Retirement Benefit Information	General Employees
What is the retirement formula provided to employees (e.g. <u>2% @ 55</u> , etc.)?	
What is the compensation component of your agency's retirement formula (e.g. highest year, etc)?	
Please list the retirement plan your agency provides to employees (e.g. 37 Act, CalPERS, etc.).	
What is your agency's vesting policy for eligibility for retirement (e.g. employee must have at least 5 years of service to be eligible)?	
<p>What is the monthly amount paid by the employer for retiree medical coverage for the following categories? Please use the most common medical plan as the basis for the premium (e.g. Kaiser, Blue Shield HMO, etc.) and identify what the most common plan is.</p> <p style="text-align: right;">Retiree Only</p> <p style="text-align: right;">Retiree and Spouse</p> <p style="text-align: right;">Retiree and Family</p> <p style="text-align: right;">Most Commonly Used Plan</p>	
<p>What is the monthly amount paid by the employer for retiree dental coverage for the following categories? Please use the most expensive dental plan as the basis for the premium and identify what the most common plan is.</p> <p style="text-align: right;">Retiree Only</p> <p style="text-align: right;">Retiree and Spouse</p> <p style="text-align: right;">Retiree and Family</p> <p style="text-align: right;">Most Commonly Used Plan</p>	
<p>Does your agency have a vesting policy for eligibility for retiree medical and/or dental (e.g. employee must have at least 5 years of service to be eligible)?</p> <p>If yes, what is the eligibility requirement?</p>	

V. RECRUITMENT AND RETENTION INFORMATION

For the classifications included in this survey, does your state have employee recruitment and retention problems? If so, please check the affected classifications in the following list.

Compliance Representative	Yes___	No___
Motor Vehicle Licensing-Registration Examiner	Yes___	No___
Motor Carrier Specialist	Yes___	No___

Please explain what steps you are taking to help alleviate any recruitment and retention problems.
